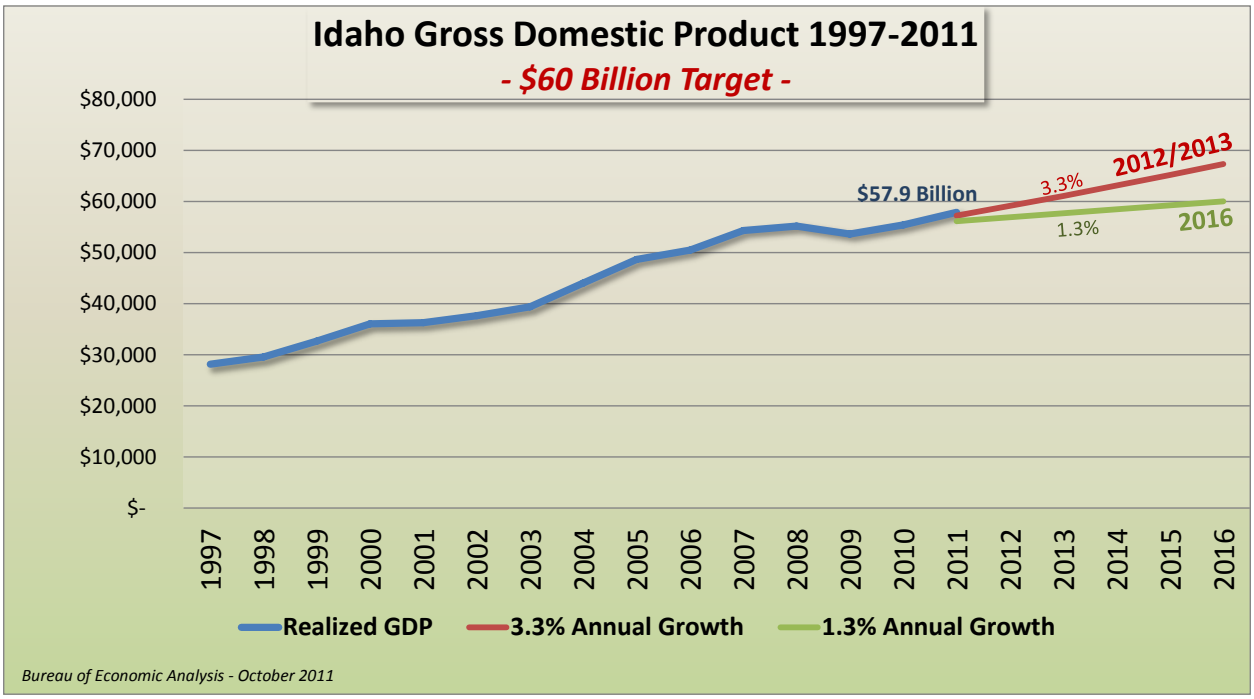
Economic Overview of Idaho's Economy & Labor Market

July 2011 – June 2012

Idaho is a large, sparsely populated state with a 2011 population of 1.585 million spread across more than 82,000 square miles. The majority – 63 percent – live in six urban counties – Ada, Bannock, Bonneville, Canyon, Kootenai and Twin Falls – with the balance in 38 rural counties. Boise is the only city with a population over 200,000 at 210,145. It is 2.5 times larger than the next most populous city, Nampa, at 82,755. Boise added nearly 3,900 people between 2010 and 2011, accounting for 30 percent of the state's growth. Density in the six urban counties is over 2,200 persons per square mile while density in the rest of the state is5.6 people per square mile. The rural areas, often separated by large distances, mountain ranges and rivers from their regional urban hubs, pose a challenge for service access and require special consideration in creating any statewide system.



Selected Idaho Economic Indicators

(in thousands)

Year	Gross Product	Personal Income
2008	$55,143	$50,801
2009	$53,683	$48,183
2010	$56,038	$50,114
2011	$57,927	$52,821

Personal income and gross state product rebounded in 2010 following a significant drop in 2009. Personal income and gross product are indicators for measuring the business activity in a state and a broad measure of the state's economic wealth. Idaho's Project 60 is a plan to strengthen the economy by fostering systemic growth, recruiting new companies and encouraging direct foreign investment. Idaho suffered an unprecedented loss in

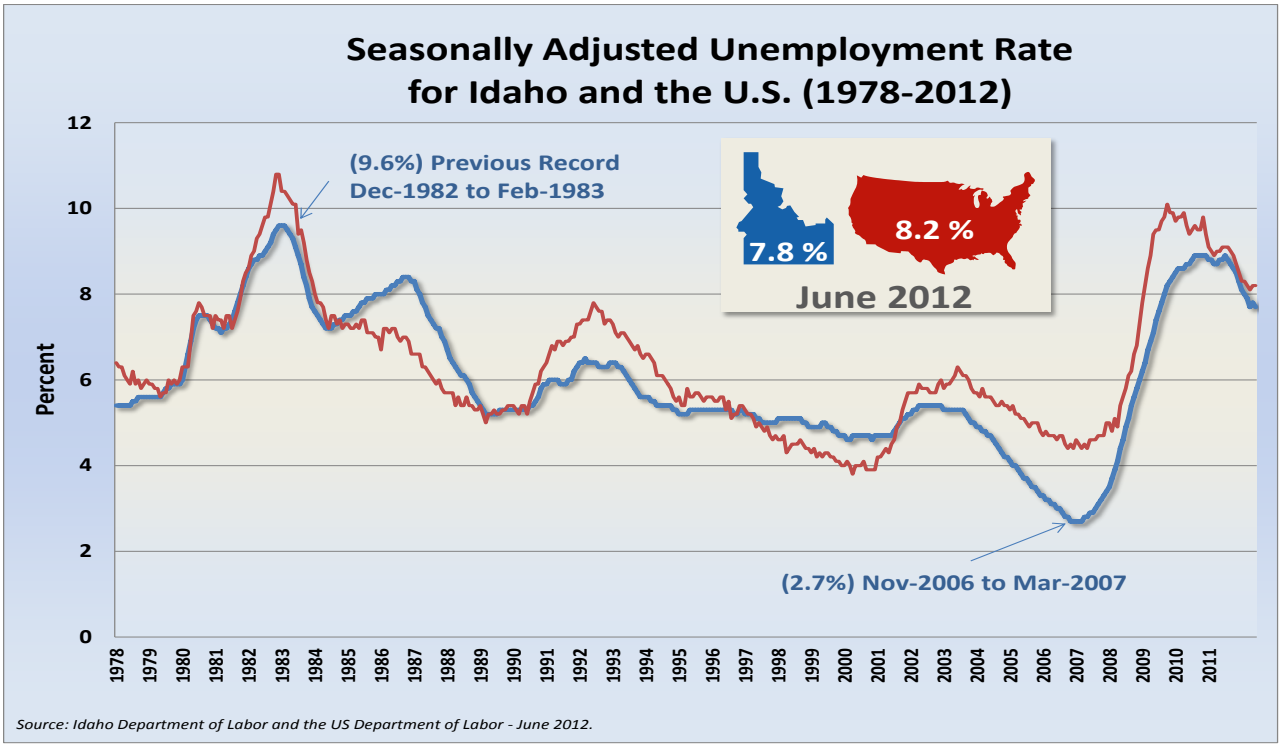
gross product in 2009. As of 2011, both economic indicators were at record levels in current dollars. Idaho is well on its way towards the Project 60 goal.

LABOR FORCE, INDUSTRY & OCCUPATIONS

Jobs grew at a healthy pace from 2002 through 2006. By early 2007, the growth began to slow and ended in June when the number of people employed began to decline. This trend continued through 2009. In January 2009 employment fell over 3,700. The seasonally adjusted unemployment rate was increasing from a record low of 2.7 percent in early 2007 to 8.9 percent in late 2010 and again in July 2011. The rate remained higher than at any time since 1983. In a sign that Idaho's economy is improving, albeit slowly, the number of unemployed workers in June 2012 was below the number a year earlier for the 10th straight month.

Labor turnover peaked in 2005 and 2006 at 11.1 percent. First quarter 2011 data indicate the rate has declined to 8.8 percent, another sign of increasing job market stability.

For 21 consecutive years, the Idaho economy added jobs, even through the 1990 and 2001 recessions. That changed in 2008 with a decline of 6,800 jobs followed by 38,900 lost in 2009. Over 52,000 jobs were shed between 2007 and 2010 – an 8 percent decline. The state saw improvement in 2011 when nearly 2,200 jobs were added.



While prerecession seasonal employment some instability remains. Several industries are still struggling – construction, financial services, federal and state governments. In Idaho the national recession combined with a long-term decline in natural resource-based employment, highlighting the job losses in

several significant industries. Except for health care and both public and private education services, Idaho nonfarm jobs are significantly below their 2007 level.

To help Idaho's economy grow, the Idaho Department of Labor targeted five industrial sectors – advanced manufacturing, high technology, power and energy, aerospace and health care. These sectors comprise 30 percent of Idaho jobs. The largest is heath care at 11.6 percent and the smallest is aerospace at 0.3 percent. During the recession, only health care continued to grow but at a much slower rate than prior years. High-tech is bouncing back after a loss of over 6,300 jobs in 2009. Job losses in the other three sectors in 2011 were less than 1,000.

Idaho's workforce is overwhelmingly engaged in service industries including government – 85 percent of nonfarm jobs. If private industries were only included, service-sector employment drops to 82 percent. Government accounts for 18 percent of nonfarm jobs in Idaho. The dramatic impact of the recession on Idaho jobs is shown in **Data Appendix, Table 1 – Annual Average Nonfarm Payroll Jobs**. Between 2008 and 2010 the number of jobs dropped by over 46,000, or 7.2 percent. Over half of the jobs lost were in goods production. Construction shed 13,800 jobs while manufacturing lost 10,000. Computer and electronic products manufacturing only lost 3,800 in the last two years but that was on top of 5,700 lost in the previous eight. Between 2008 and 2010 the only major industries to post job gains were education, health care and local government. This job loss is changing the industry make-up of Idaho from a natural resource-base to services. In 2011 good producing jobs account for 15 percent of the total jobs compared to 19 percent in 2007.

Government provides nearly one in five jobs in Idaho. The public education system employed over 52,400 workers in 2011, more than 50 percent of all jobs in state and local government. Although education employment took a hit in 2010, the number of jobs in 2011 has nearly returned to 2008 levels. Much of the job loss was in federal government, down 900 from the 2002 level of 13,600. State and local non-education jobs were slightly above the 2005 level of 50,500.

Idaho has a large percentage of workers in professional and business services. The nuclear energy research facility provides thousands of jobs in eastern Idaho. Call centers have also gravitated to the state because workers generally lack an accent and the heavy concentration of members of the Church of Jesus Christ of Latter-day Saints provides a pool of people fluent in other languages.

For every four jobs in the trade industry, three are in retail, which is growing with Idaho's expanding population. National big box stores and other chains have found their way to the state. Wal-Mart is now the second largest private employer in the state.

In 2011 health care overtook retail trade and local government as the state's second biggest employer with 12.6 percent of all jobs, replacing local government, which fell to third with 12.4 percent of the jobs. Health care remained the largest sector of the economy and is one of the fastest growing. A billion-dollar industry, it employs over 76,000 workers. The aging population and technological advances ensure that this sector of Idaho's economy will remain robust.

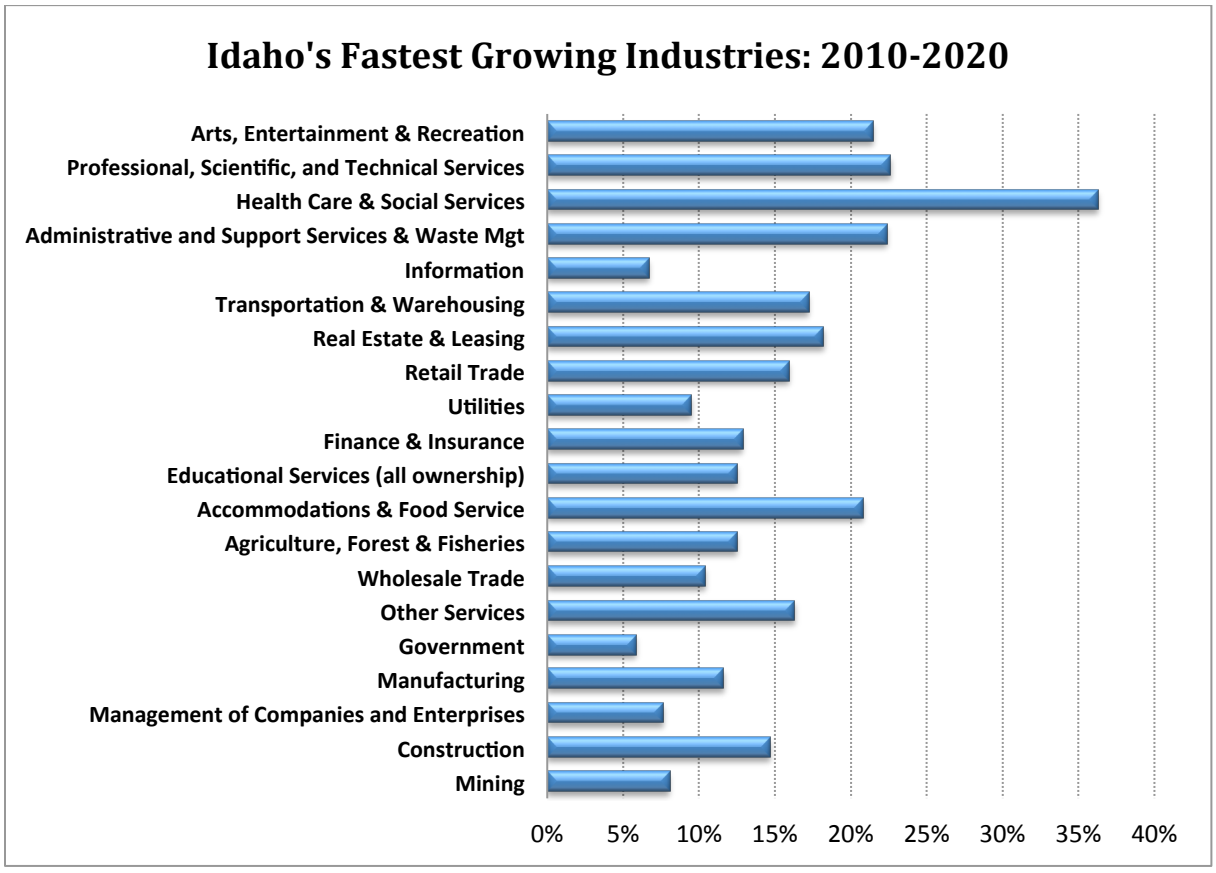
Manufacturing jobs have been dominated by computer and electronic equipment makers and food processors for the past 10 years. But the number of computer related manufacturing jobs was been declining. In 2002, this industry had 28 percent of the employees in manufacturing. By 2011 employment had dropped to 21 percent as a result of major layoffs at the state's largest manufacturer, Micron Technology Inc. The number of jobs in food manufacturing also dropped but by only 1,000 in the

last decade. The declines in other manufacturing subsectors were greater so that food processing's share of manufacturing jobs jumped from 25 percent in 2002 to 28 percent in 2011. Dairy processing in south central Idaho has had a positive impact on employment levels.

Construction, which accounted for almost 9 percent of the jobs in 2006, dropped to 4.9 percent of the jobs in 2011. The recession had a devastating effect on this sector. Nearly 12 percent of Idaho's unemployed workers came from the construction sector.

In general, Idaho's population and economy are expected to continue to grow as the economy recovers. The forces that drove Idaho's expansion during the previous decade still exist as they did in the 1990s. Population has grown primarily through in-migration of people attracted by Idaho's quality of life despite wage and income levels that rank near the bottom of the states. Increasing population creates more demand for goods and services, which has led to the predominance of the service sector and more opportunities for self-employment ventures.

The natural resource and manufacturing sectors will continue to churn. There is some certainty that manufacturing industries will continue to be more diverse and grow, but the number of very large plants will diminish. At the same time, dislocation in traditional natural resource-based industries and the volatile electronics industries are likely to occur.



Over the long-term, **health care and social assistance** will be the state's fastest growing sector with 29,000 new jobs projected by 2020. The aging workforce and in-migration of retirees will continue to drive significant growth in this sector.

Over one-third of the growth is projected to occur in ambulatory health care services, which include doctor's offices, outpatient care centers, home health care and laboratories. Hospitals will add over 9,900 jobs in the next eight years. Nursing homes and residential care facilities will add nearly 3,600 jobs by 2020. The economic conditions are having a greater impact on social assistance, where over 4,700 new jobs are projected. As more individuals and families are seeking counseling and help with retraining, food, shelter and day care services, the number of establishments and employees grows. This sector has been one of the fast growing in the state, and that trend will continue as the population expands and ages in spite of rising health costs. Additional training capacity is being developed at several postsecondary schools. Idaho's health care is growing at 36 percent, a faster rate than the nation's 34 percent. As a result, there are still shortages in most health care occupations.

Professional and business services are forecast to add nearly 16,000 jobs over the next eight years. In professional and technical services the demand for 7,100 workers will come in several areas. Among the fastest growing are computer-related occupations including software engineers and network analysts. Accountants and other types of financial workers will be in demand. Demand for workers in scientific research should continue to grow. Administrative support, the other major component of this sector, is projected to add over 8,300 jobs. This industry includes call centers, employment agencies, janitorial services, lawn maintenance and a myriad other business support services.

While the proliferation of big-box retailers slowed during the recession, jobs in **trade** will expand as the population grows and the overall economy improves. Although slower than in some other sectors, trade employment will increase 14 percent, over 14,600. The major growth will be in general merchandise stores and motor vehicle and parts dealers. These industries are dominated by retail salespeople and clerks, the top two high-demand occupations. Other high-demand occupations include first-line supervisors and managers of retail sales workers; bookkeepers, accounting and auditing clerks, stock clerks and order filers. Most of these jobs will require little education beyond high school. The Internet will continue growing as a market for goods and services.

Nearly 85 percent of the estimated job openings in **leisure and hospitality** will occur in food services. The estimated 10,300 jobs openings will include waiters and waitresses, food preparation and serving workers, counter attendants, dishwashers and cooks. Only the restaurant cooks require more than short-term training. However, most of these jobs require will require interaction with the public so good people skills are required. Population growth and a busy lifestyle contribute to the increase in this industry.

Education services are forecast to add over 7,000 jobs by 2020, in both public and private schools from kindergarten through post-secondary. As unemployment grew, so did enrollment at a variety of schools. Many unemployed workers sought retraining. For example, the College of Western Idaho in Nampa welcomed students in January 2008 and enrollment has increased to over 7,300 by the spring semester 2012. Increasing student populations and the demand for education, which accounts for about half the jobs in local government, are going to continue. Rising budget pressures on kindergarten, elementary, secondary and postsecondary institutions, which account for 48 percent of state government employment, are a constraint. In addition, the urban migration has reduced attendance at some rural

schools, forcing staff cutbacks and constraining higher education expansion into new programs. Inadequate public school facilities and overcrowding is expensive to address but can become a barrier to attracting new residents to an area. The current budget pressures on public education will have a direct effect on the structure of Idaho's economy.

Surprisingly, **agriculture** is forecast to add nearly 2,700 jobs during the decade – nearly three-quarters in animal production, primarily dairy cows. The rest will be in crop production, forestry, logging and support activities. This may not be a fast growing industry, but it is vital to the rural economy. Every job added in animal production generates another job elsewhere in the economy, and the earnings multiplier is even greater at 2.22. Agriculture employment, both covered by the state's unemployment insurance law and non-covered seasonal jobs, grew from 35,300 in 2002 to 48,100 in 2011

In spite of the overall decrease in **manufacturing** jobs, the projections indicate the future of manufacturing does have some bright spots. Transportation equipment, computer and electronic, machinery, fabricated metal, wood, food and chemical production will add about 5,800 jobs by 2020. All manufacturing will have replacement needs, but the small manufacturers will be the source of real growth. Ample evidence has been collected recently through community forums, business conferences and other discussions that Idaho's small manufacturers are experiencing growth and have the ability to grow even more. But most are concerned about access to an adequate poll of skilled workers.

Although **construction** employment continues to decline amid stagnant demand and problems in the financial sector, construction will add over 4,500 jobs by 2020. Nearly two-thirds of the new jobs will be in specialty trades. Heavy construction and civil engineering will have the smallest uptick at 450 jobs. As the available stock of homes diminishes and the financial climate improves, jobs in building construction will increase by over 1,200. Average employment in 2011 was 29,600, a decline of 53.9 percent and a loss of about 22,900 jobs from 2007.

Declining Industries:

As the economy improves, the number of industries projected to lose jobs has decreased significantly. The 2020 projections report only five compared to 11 in the 2018 projections. **Federal** employment is projected to decline by 1,300. **Printing and paper manufacturing** will shed 300 jobs combined, and **publishing** and **rail transportation** are each anticipated to lose 100 jobs.

Target Industries in Data Appendix Table 2:

Since 2007 **health care** and the basic **power and energy** sectors have shown positive growth. The future of both is bright – because health care is so important and necessary to Idaho's population and because energy could be the wave of the future. Businesses and individuals are looking for ways to conserve energy, which leads to research and development in all sectors of Idaho's economy. As we look at occupations, growth in this sector has great potential. The slow recovery of Idaho's computer manufacturing sector will also lead to a slow growth in **high-tech** and **manufacturing**.

Growth Occupations:

Occupations generally cross all industries. Some will be more prominent in specific industries but can be found to a lesser degree in others. That being said, remember a nurse maybe needed in a manufacturing plant just as a food prep worker could be in a school lunchroom. Employment opportunities are frequently limited by individual perception rather than reality. The following data on growth occupations can be found in **Data Appendix Table 3 – High Demand Occupations**. The occupations have

been ranked by the number of annual openings, which includes not just new jobs but replacement jobs. The top 20 high-demand occupations have been divided into major sectors with the findings presented below. Additional information on the Fastest Growing Occupations can be found in **Data Appendix Table 4** and education levels are defined in **Data Appendix Table 5**.

Sales and related occupations are the number one occupation on the high-demand and share-of-labor-force lists, a reflection of retail being the second fastest growing industry in Idaho. Annual demand for sales workers has been forecast at 3,155. Retail salesperson is the most prominent at an estimated 952 openings a year. Cashiers are next at 925 openings. Both require less than a high school education. However, they also require good customer relations and math skills. First-line supervisors of retail sales workers at 313 annual openings ranked 13th. It requires a high school diploma or equivalent. Most of these occupations will be found in the retail industrial sector. These a high-demand jobs because of frequent turnover, low wages and low training requirements.

Office and administrative support occupations ranked number one in annual openings with 3,637 new workers needed each year. The most prominent occupation is customer service representative at 738 openings a year. This occupation ranked third in high-demand and requires a high school diploma or equivalent and short-term on-the-job training. Office clerk ranked seventh at 571 openings per year. It also requires a high school diploma or equivalent and short-term on-the-job training. First-line supervisors of office and administrative support workers at 293 annual openings ranked 16th in high demand and requires a high school diploma or equivalent and one to five years for work experience. All of these occupations are found in most industries.

Food Preparation and Serving Related Occupations are the third major occupation group with a projected demand of 2,739 annual openings between 2010 and 2020. The three high-demand occupations in this group are waiters and waitress ranking sixth with 608 annual openings, food preparation and serving workers including fast food outlet workers ranking eighth with 479 annual openings and counter attendants in cafeterias, food concessions and coffee shops ranking 11th with 381 annual openings. All of these occupations require less than a high school diploma with short-term on-the-job training. Once again while most of these jobs can be found in the leisure and hospitality industry, there are opportunities in other sectors.

Miscellaneous High-Demand Occupations do not fit a major occupational category.

- Farmworkers and laborers on Crops and at nurseries and greenhouses ranked fourth with an estimated 683 annual opening. Workers do not need a high school diploma but will require short-term on-the-job training. The median wage is just over $9 per hour.
- Registered nurses ranked fifth with 675 annual openings. The training level for this occupation is an associate degree. The median wage is $28 per hour.
- Personal care aides ranked ninth with 428 annual openings. Workers do not need to have a high school diploma but will require short-term on-the-job training. The median wage is just under $9 per hour. As people age, the desire to stay in their own homes means needing help, this is driving the demand in the occupation.
- Heavy and tractor-trailer truck drivers ranked 10h in annual openings at 387. Workers in this occupation need a high school diploma or equivalent with one to five years of experience and short-term on-the-job training.
- Ranking 12th are Laborers and freight, stock and material hand movers with 368 annual openings. Once again workers do not need a high school diploma but will require short-term on-the-job training. The median wage is just over $11 per hour.

Declining Occupations:
As with growing occupations, declining occupations may be prominent in one industry but found to lesser degrees in others. Twenty-six occupations are projected to lose employment from 2010 to 2020. However, each will have at least one opening to replacement an existing worker. The following data on declining occupations can be found in **Data Appendix Table 6**. Of the 26 declining occupations, 12 were in **office and administrative support**, which is expected to lose 975 jobs between 2010 and 2020 although there will be 308 openings for replacements. The largest losses were reported in three postal service occupations at 530, but they will have annual openings of 59 for replacements. The other 24 declining occupations averaged a loss of 18 jobs but will add 10 replacement jobs over the 10-year period.

The largest number of annual job openings in the declining occupations was 99 forest and conservation technicians. This job is among the life, physical and social science occupations. It accounted for one-third of the replacement jobs. These workers provide technical assistance in the area of natural resources and require an associate degree.

Hot Jobs & High Demand:
The list of 50 Hot Jobs proves an overview of occupational demand in **Data Appendix Table 7**. These jobs have been weighted using projected openings, 2020 employment level and wage. These are the jobs that for the most part require more training, pay a better wage and will have a high demand. Some of these jobs will have fewer than 50 openings a year. The table can help determine the needs of special regions or areas of Idaho and ways for job seekers to fill those needs.

Of the top 50 Hot Jobs, 35 require some type of training beyond high school, and of the top 20 Hot Jobs, only three do not. The top 10 hot occupations, all needing postsecondary education or training, are:

- Registered Nurses - Associate Degree
- Medical and Health Service Managers – Bachelor's Degree
- Physical Therapists – Doctoral or Professional Degree
- Dental Hygienists – Associate Degree
- Pharmacists – Doctoral or Professional Degree
- Software Developers, Applications – Bachelor's Degree
- Management Analysts – Bachelor's Degree plus one to five years of experience
- Physicians and Surgeons, All Other – Doctoral or Professional Degree
- Network and Computer Systems Administrators – Bachelor's Degree
- Market Research Analysts and Marketing Specialists – Bachelor's Degree

Each of these occupations will be in demand – some before enough workers can be adequately trained. However, many of these occupations can be part of a career ladder. A nurse could start as a certified nursing assistant or licensed practical nurse. A pharmacist technician could work while going to school to be a pharmacist and have inside knowledge of the job. Workers need to understand that one step on the career ladder does not limit them if they take advantage of all available training opportunities.

The number of occupations, projected annual openings and education necessary for each of the 50 hot jobs by major occupational group.

- Management – Eight occupations, 470 openings with five requiring at least a bachelor's degree

- Business and Finance – Eight occupations, 550 openings with seven requiring at least a bachelor's degree
- Computer and Mathematical – Six occupations, 440 openings with five requiring at least a bachelor's degree
- Architecture and Engineering - Six occupations, 230 openings with all requiring a bachelor's degree
- Life, Physical and Social Science - One occupation, 50 openings requiring doctorial or professional degree
- Community and Social Service - Two occupations, 120 openings requiring a master's degree
- Education, Training and Library - One occupation, 270 openings requiring a bachelor's degree
- Healthcare Practitioners and Technical – 12 occupations, 1,250 openings requiring from a doctoral or a professional degree to a postsecondary non-degree award
- Health Care Support – One occupation, 110 openings requiring a high school diploma or equivalent
- Sales and Related – two occupations, 160 openings requiring a high school diploma or bachelor's degree
- Construction and Extractions – one occupation, 120 openings requiring a high school diploma or equivalent
- Installation, Maintenance and Repair – two occupations, 230 openings requiring a high school diploma or equivalent

Whether students or displaced workers, they need to come to the workplace with basic skills. They must be able to communicate with others because every job requires sharing ideas, concerns and accomplishments with peers or supervisors. They need basic mathematics skills because all jobs require knowledge of adding and subtracting. If potential applicants do not have those skills, they cannot move on to the higher levels of mathematics required of software engineers, or any engineer, accountants, nurses and other professions.

Occupations Related to Industry:

Using data from the High Demand and Hot Jobs lists, occupations were classified by major industry. These will be industries that will grow in the next decade. Each occupation shows the annual openings and training level.

Health Care:

- Registered Nurse – 675 openings – Associate Degree
- Pharmacists – 68 openings – Doctorial or Professional Degree
- Dental Hygienists – 61 openings – Associate Degree
- Physicians and Surgeons, All Other – 42 openings – Doctorial or Professional Degree
- Medical and Health Services Managers – 83 openings – Bachelor's Degree
- License Practical and Vocational Nurses – 153 openings – Postsecondary Non-degree Award
- Physical Therapists – 54 opening – Doctorial or Professional Degree
- Nursing Aides and Orderlies – 309 openings – Postsecondary Non-degree Award
- Personal Care Aides – 428 openings – Less than a high school diploma
- Home Health Aides – 289 openings – Less than a high school diploma
- Physician Assistants – 30 openings – Master's degree
- Medical Assistants – 108 openings – High School Diploma or Equivalent

Education:

- Elementary School Teachers excluding Special Education – 273 openings – Bachelor's Degree

- Secondary School Teachers excluding Special and Vocational Education – 153 openings – Bachelor's Degree
- Special Education Teachers for Preschool, Kindergarten and Elementary Schools – 53 openings – Bachelor's Degree
- Teacher Assistants – 223 openings – High School Diploma or Equivalent

Agriculture:

- Farm, Ranch and Other Agricultural Managers – 83 openings – High School Diploma or Equivalent with more than five years of experience
- Farmworkers and Laborers for Crops, Nurseries and Greenhouses – 683 openings – Less than a high school diploma

Science and Technology:

- Computer and Information Systems Manager – 35 openings – Bachelor's Degree and more than five years of experience
- Software Developers for Applications – 53 openings – Bachelor's Degree
- Computer Software Engineers for Applications and Systems Software – 52 – Bachelor's Degree
- Network and Computer Systems Administrators – 49 openings – Bachelor's Degree
- Electrical Engineers – 73 openings – Bachelor's Degree

Cross Industries:

- Accountants and Auditors – 136 openings – Bachelor's Degree
- Sales Managers – 249 openings – Bachelor's Degree and one to five years of experience
- Management Analysts – 89 openings - Bachelor's Degree
- Training and Development Specialists – 39 openings – Bachelor's Degree
- First-Line Supervisors and Managers of Office and Administrative Support Workers – 328 openings – Work Experience
- General and Operators Managers – 284 openings – Associate Degree with one to five years experience
- Computer Systems Analysts – 40 openings – Bachelor's Degree
- Computer Programmers – 86 openings – Bachelor's Degree
- Computer Support Specialists – 170 openings – Some college, no degree
- Information Security Analysts, Web Developers and Computer Network Analysts – 40 openings – Bachelor's Degree
- Office Clerks, General – 571 - High School Diploma or Equivalent

Target Industries:

The Department of Labor is focusing job development efforts on advanced manufacturing, energy, high technology, aerospace and health care. **Tables 8 through 12 define these target industries**. The target sectors can include many of the same industries – industries in advanced manufacturing may also be included in energy, high technology or aerospace.

Advanced Manufacturing in Data Appendix Tables 8a & 8b includes all of manufacturing since most industries have incorporated high-tech processes in their production. In 2011, 9 percent of the nonfarm jobs were in manufacturing.

High-Tech in **Data Appendix Tables 9a & 9b** included 44 industries in all sectors except construction, education, health care and leisure and hospitality. High-tech is defined as design, development and introduction of new products or innovative manufacturing processes through the systematic application of scientific and technical knowledge. But establishments are not limited to the manufacturing sector.

An establishment is considered high-tech if employment in technology oriented occupations accounted for a proportion of that industry's total employment that was at least twice the 4.9-percent average for all industries. Scientific, engineering and technician occupations are high-tech. In 2011 over 8 percent of all nonfarm jobs could be considered high-tech.

Energy in Data Appendix Tables 10a & 10b is made up of 41 industries in mining, utilities, construction, manufacturing and professional, scientific and technical services. It involves fossil or renewable energy. Approximately 3 percent of the nonfarm jobs were in energy in 2011.

Health Care in Data Appendix Tables 11a & 11b provides medical care and nursing and residential care. The services provided by establishments in this sector are delivered by trained professionals. All establishments have labor inputs of health practitioners or social workers with the requisite expertise. This is a major industrial sector in Idaho with 11.6 percent of all workers in either public or private health care activities.

Aerospace in Data Appendix Table 12 is comprised of 13 industries – four in manufacturing, eight in transportation and one in education. In 2011 three-tenths of a percent of nonfarm jobs were in aerospace. Northern Idaho has focused on this industry.

These targeted groups and their occupations cross industries and include many of the same industries. The occupations below are sorted by projected annual openings, both new and replacement, through 2020. Each occupation is followed by the targeted sector that includes it. A complete listing can be found in **Data Appendix Table 13 - Hot Jobs for Target Industries**.

Rank		Occupation Title/Industry	2020 Projected Employment	Annual Openings*	Median Hourly Wage	Education
Hot Jobs	High Demand					
1	5	Registered Nurses – HC	16,188	675	$30.13	AD
71	14	Nursing Aides, Orderlies, and Attendants - HC	9,470	309	$11.09	PNDA
73	17	Home Health Aides – HC	6,056	289	$9.44	LHS
31	33	Computer Support Specialists - HT	4,400	170	$19.36	SCND
15	36	Licensed Practical and Licensed Vocational Nurses – HC	3,609	153	$18.60	PNDA
94	46	Electricians – E	3,469	120	$21.60	HSDE
54	51	Medical Assistants – HC	3,085	108	$14.08	HSDE
67	54	Welders, Cutters, Solderers, and Brazers - AM & E	2,451	100	$15.93	HSDE
77	61	Dental Assistants – HC	2,567	93	$14.42	PNDA
43	70	Computer Programmers - HT & E	2,540	86	$26.28	BD
2	2	Software Developers, Systems Software - HT & E	2,620	77	$38.73	BD
17	87	Electrical Engineers - HT & E	2,124	73	$43.52	BD
89	97	Pharmacy Technicians – HC	1,997	70	$14.36	HSDE
6	100	Pharmacists – HC	1,726	68	$50.92	DPD
1	5	Dental Hygienists – HC	1,573	61	$33.20	AD
19	107	Industrial Machinery Mechanics - AN	1,630	60	$21.98	HSDE
35	110	Construction Managers – E	3,112	59	$35.76	AD
16	111	Mechanical Engineers AM ,HT , E	1,370	58	$40.67	BD

12	114	Radiologic Technologists and Technicians - HC	1,399	56	$24.61	AD
4	117	Physical Therapists - HC	1,453	54	$35.06	DPD
7	121	Software Developers, Applications - HT & E	1,697	53	$33.12	BD
64	122	Machinists - AM & E	1,542	53	$18.59	HSDE
10	129	Network and Computer Systems Administrators – HT	1,406	49	$30.07	BD
40	40	Civil Engineers - HT & E	1,578	49	$38.13	BD
40	143	Information Security Analysts, Web Developers & Computer Network Architects - HT	1,477	42	$28.70	BD
9	146	Physicians & Surgeons, All Other - HC	1,211	42	$102.41	DPD
18	149	Computer Systems Analysts - HT	1,174	40	$31.46	BD
29	73	Architectural & Engineering Managers - HT & E	1,202	37	$57.68	BD
42	165	Computer & Information Systems Managers - HT	1,271	35	$42.59	BD
84	171	Dentists, General - HC	938	34	$90.37	DPD
13	172	Family and General Practitioners - HC	918	33	$84.29	DPD
20	20	Computer Hardware Engineers - HT	864	32	$37.57	BD
44	182	Engineers, All Other - HT	927	31	$37.92	BD
32	185	Respiratory Therapists - HC	634	29	$25.90	AD
46	193	Industrial Production Managers - AM	778	28	$37.01	BD
33	191	Industrial Engineers - AM, HT, E	807	28	$40.10	BD
14	200	Physician Assistants - HC	732	27	$43.34	MD
44	210	Electronics Engineers, Except Computer - HT	680	26	$40.90	BD
68	205	Medical and Clinical Laboratory Technologists – HC	727	26	$26.67	BD
23	214	Veterinarians - HC	627	25	$37.82	DPD
25	219	Occupational Therapists - HC	601	24	$30.12	MD
74	250	Speech-Language Pathologists - HC	535	19	$30.22	MD
95	268	Architects, Except Landscape & Naval - E	496	17	$33.68	BD
37	270	Nuclear Engineers - HT & E	387	17	$56.71	BD
56	267	Diagnostic Medical Sonographers - HC	368	17	$32.59	AD
90	280	Environmental Engineers - HT & E	429	16	$37.61	BD
55	289	Surgeons – HC	430	15	–	DPD
97	329	Database Administrators - HT	327	12	$33.54	BD
90	334	Internists, General	309	11	$106.83	DPD
E - Energy, AM - Advanced Manufacturing, HT- High Tech, HC Healthcare						
***See Appendix B Table 18**						

IDAHO HOT JOBS

The Idaho Department of Labor's Research Division has defined as "critical" those that are the most plentiful in the economy, have the most annual openings and pay the highest wages. These are called hot jobs. The assigned values reinforce the priority of the occupational groups and industries discussed throughout this plan. All of these jobs require at least a high school diploma or equivalent, but 34 of the top 50 require at least a bachelor's degree.

Hot Job Ranking	Occupational Title	2020 Employ-ment	Annual Openings*	Average Hourly Wage	Education
1	Registered Nurses	16,188	675	$28.24	AN
2	Medical & Health Services Managers	1,978	83	$34.59	BD
3	Physical Therapists	1,453	54	$34.28	DPD
4	Dental Hygienists	1,573	61	$34.11	AD
5	Pharmacists	1,726	68	$52.13	DPD
6	Software Developers, Applications	1,697	53	$30.83	BD
7	Management Analysts	2,708	89	$25.56	BD
8	Physicians & Surgeons, All Other	1,211	42	$102.41	DPD
9	Network & Computer Systems Administrators	1,406	49	$29.76	BD
10	Market Research Analysts & Marketing Specialists	1,479	71	$23.39	BD
11	Radiologic Technologists & Technicians	1,399	56	$24.46	A
12	Family and General Practitioners	918	33	$80.60	DPD
13	Physician Assistants	732	27	$42.96	MD
14	Licensed Practical and Licensed Vocational Nurses	3,609	153	$18.22	PNDA
15	Mechanical Engineers	1,370	58	$39.05	BD
16	Electrical Engineers	2,124	73	$42.69	BD
17	Computer Systems Analysts	1,174	40	$29.20	BD
18	Industrial Machinery Mechanics	1,630	60	$21.11	HSDE
19	Loan Officers	2,825	105	$23.49	HSDE
20	Elementary School Teachers, Except Special Education	8,160	273	$21.87	BD
21	Veterinarians	627	25	$33.88	DPD
22	Human Resources, Training & Labor Relations Specialists, All Other	1,552	51	$23.22	BD
23	Accountants & Auditors	4,269	136	$26.78	BD
23	Occupational Therapists	601	24	$32.24	BD
25	Cost Estimators	1,199	44	$23.25	BD
25	Insurance Sales Agents	1,765	72	$18.25	HSDE
27	Architectural & Engineering Managers	1,202	37	$56.12	BD
28	Automotive Service Technicians & Mechanics	4,196	166	$17.42	HSDE
29	Computer Support Specialists	4,400	170	$18.65	SCND
30	Respiratory Therapists	634	29	$25.55	A
31	Industrial Engineers	807	28	$39.26	BD
32	Training and Development Specialists	1,111	39	$22.72	BD
33	Construction Managers	3,112	59	$32.02	A
34	Sales Managers	1,922	74	$35.66	BD
35	Administrative Services Managers	1,988	72	$25.66	HSDE
35	Nuclear Engineers	387	17	$50.69	BD
37	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	2,673	87	$35.71	BD
38	Information Security Analysts, Web Developers & Computer Network Architects	1,477	42	$26.76	BD
39	Computer and Information Systems Managers	1,271	35	$40.35	BD
40	Computer Programmers	2,540	86	$25.47	BD

41	Electronics Engineers, Except Computer	680	26	$39.74	BD
41	Engineers, All Other	927	31	$37.45	BD
43	Industrial Production Managers	778	28	$34.56	BD
43	Logisticians	449	19	$31.00	BD
45	Farmers, Ranchers, and Other Agricultural Managers	2,824	83	$28.95	HSDE
46	Healthcare Social Workers	690	32	$22.10	MD
46	First-Line Supervisors of Construction Trades & Extraction Workers	3,565	118	$23.37	HSDE
48	Clinical, Counseling & School Psychologists	1,263	54	$23.53	DPD
49	Rehabilitation Counselors	2,592	92	$17.67	MD
50	Medical Assistants	3,085	108	$13.76	HSDE
***Annual Openings include openings due to growth and replacement needs**					
****See Appendix B Table 19**					
Source: Projections ~ 2010-2020 Idaho Department of Labor Occupation Projections					
Source: Wages ~ Idaho Department of Labor 2011 Occupations Employment Statistics Program					

These 50 occupations can be combined into basic industrial sectors.

Health Care: The full range of occupations from physicians to technicians, from hospital-based to in-home delivery, from administrative support to equipment repairers.

Science and Technology: In addition to the electronics product manufacturers needing engineers and physical scientists, computer and telecommunications applications specialists, technicians and operators will be needed by many businesses. Idaho's target industries all will need these types of occupations.

Business Management and Support: These jobs also cut across all industries. Because most businesses in Idaho have fewer than 50 employees, business leaders need to be generalists and rely on outside support for financial and planning services. Almost all businesses will have staff competent in personal computer applications, customization and troubleshooting.

Education: More people mean more children to teach and programs to meet the needs of an increasingly diverse population. Idaho's colleges and universities are experiencing near-record enrollments. Already some needed programs in nursing and medical technical jobs cannot be expanded due to lack of instructors. In-state high-tech employers have invested in in-state electrical engineering and related programs and are increasingly looking at the Idaho higher education system for basic research and testing support. Finally, Idaho's educational leadership and the Legislature have committed substantial resources to enhancing the mathematics and sciences curricula at all levels of education. This in turn increases the demand for teachers trained in mathematics and science at these levels.

POPULATION CHARACTERISTICS

Idaho's population grew at 21 percent during the first decade of the 21st Century**.** That was about seven percentage points below the state's growth in the 1990s but more than three times the growth rate in the last recession decade of the 1980s. In 2011 Idaho's population growth rate from 2010 ranked 16th at 0.9 percent, the smallest rate of growth since J990. Idaho ranks 39th in overall population, unchanged from 2010. Idaho's population increased 13,883 in 2011 to 1,548,985. The working-age population – 16 years and over – is about three-fourths of total state population. The core workforce – 16 through 65 –

accounts for about two-thirds of the population. Ninety-four percent of the population is white. The table below provides a snapshot of Idaho's population in relation to race/ethnicity and age.

STATE OF IDAHO 2011 POPULATION

	Number	Percent
Total Population	**1,584,985**	**100.0%**
Total Population, One Race	1,550,955	97.9%
White	1,488,442	93.9%
Black or African American	12,143	0.8%
American Indian & Alaska Native	26,463	1.7%
Asian	21,006	1.3%
Native Hawaiian & Other Pacific Islander	2,901	0.2%
Two or More Races	34,030	2.1%
Hispanic or Latino (of any race)	182,080	11.5%

Idaho's population growth is projected to slow 7.8 percent from 2012 to 2021. At the same time, Hispanics, the state's largest minority, will increase much faster at 22 percent.

Projected Population by Age Group & Race Ethnicity for Idaho: 2012 - 2021

	2012	2021	Change
Total	**1,628,525**	**1,756,207**	**7.8%**
Age Groups			
Under 5 years	121,996	129,378	6.1%
5 to 9 years	126,624	130,336	2.9%
10 to 14 years	122,264	132,402	8.3%
16 to 24 years	224,581	239,476	6.6%
25 to 54 years	624,380	624,284	0.0%
55 to 64 years	193,298	204,721	5.9%
65 to 84 years	188,821	266,465	41.1%
85 years and over	26,561	29,145	9.7%
Race			
White, Non-Hispanic	1,374,504	1,450,964	5.6%
Black, Non-Hispanic	9,640	8,967	-7.0%
American Indian or Alaskan Native, Non-Hispanic	18,252	19,597	7.4%
Asian, Non-Hispanic	20,373	23,756	16.6%
Native Hawaiian or Pacific Islander, Non-Hispanic	2,334	2,390	2.4%
Two or More Races, Non-Hispanic	6,984	10,193	45.9%
Hispanic	196,437	240,343	22.4%
SOURCE: Economic Modeling Specialists Inc.			

Over the next decade, the major demographic impact in Idaho will come from the aging workforce. Although Idaho has a higher percentage of workers 24 and younger than the nation as a whole, the state will not be immune from an aging labor force as workers 55 leave the workplace. This will encourage employers to provide a work environment that entices experienced and highly skilled workers to remain on the job and in the state.

The overall composition of the population is changing as those both 25 to 64 and under 25 grow more slowly than those 65 and older. While this trend was very evident between 2000 and 2010, it will become even more apparent as the baby boom generation passes the threshold of 65 in the coming decade.

But even with an expanding cadre of older workers, Idaho compared to other states has a relatively large number of young people entering or will soon enter the labor force. The issue will be generating the jobs that will keep these young people in Idaho.

The recession, for all its adverse effects, did send many potential workers back to school or to training that will prepare them for better jobs in the future. Women are getting more higher education than men. At the same time, however, because teens are finding it harder to get jobs in the current labor market, fewer are learning the basics of how to hold on to a job or getting the opportunity to learn about various occupations and industries by working or interning in them.

According to the American Community Survey one-year data, 88.3 percent of Idaho's population 25 years and over graduated from high school. This compares to 85.6 percent nationally. Educational attainment is discussed later.

The 2011 data comprised of those covered by the unemployment insurance program reflects the beginning of a long, slow recovery in Idaho. **Data appendix Table 14 – UI Claimant Characteristics** provides additional information on the characteristics of the unemployed.

Characteristics were easily obtained for two target industries – advanced manufacturing and health care. Manufacturing reported 10,609 unemployed workers down from 20,793 in 2009. Many of the manufacturing occupations are in actual production, which reported 8,067 unemployed workers in 2011 compared to 14,184 in 2009.

Health care and social assistance, the only sector posting steady growth through the recession, accounted for 5,692 unemployed in 2011 compared to 5,360 in 2009. Health care practice, technology and support occupations had 3,059 unemployed compared to 2,518 in 2009. Of the unemployed 66 percent were male. Nearly 70 percent of the unemployed were between 25 and 54. This indicates that there is a significant labor pool available, but this pool may be lacking the right skills for new and emerging industries and jobs.

As the following table shows, the 25-to-44 age group dominates the labor force while those 16 to 24 have the highest unemployment rate. Nearly 66 percent of the labor force is white but has an unemployment rate of 6.7 percent, the lowest among racial and ethnic groups. The highest unemployment rate was among blacks at 16.8 percent; nearly triple the rate for whites. American Indians and Alaska natives were unemployed at a rate of 13.6 percent, double the white rate. The Hispanic labor force had an unemployment rate of 10.1 percent. All of these exceeded Idaho's state rate. Men had the highest percentage employment and unemployment rate overall. The American

Community Survey five-year data are the only source for detailed information on race and ethnicity. The data is for 2010, the numbers may change for 2011, but the trend will remain the same. Also the unemployment rate will differ from the official Bureau of Labor Statistics because it is calculated from data collected over a five year period.

LABOR FORCE: 2010				
Subject	**Total**	**In labor force**	**Employed**	**Unemployment rate**
Population 16 years and over	**1,131,049**	**65.50%**	**60.60%**	**7.00%**
AGE				
16 to 19 years	91,650	49.50%	39.50%	20.00%
20 to 24 years	112,632	78.90%	69.70%	10.30%
25 to 44 years	390,214	81.70%	76.30%	5.80%
45 to 54 years	202,411	82.00%	77.70%	5.10%
55 to 64 years	158,794	62.90%	59.30%	5.70%
65 to 74 years	93,506	22.10%	20.90%	5.40%
75 years and over	81,842	5.40%	5.10%	4.80%
RACE AND HISPANIC OR LATINO ORIGIN				
One race	1,132,362	65.60%	60.70%	6.90%
White	1,073,551	65.40%	60.70%	6.70%
Black or African American	5,802	74.10%	59.40%	16.80%
American Indian and Alaska Native	13,642	60.00%	51.80%	13.60%
Asian	14,255	64.50%	58.80%	8.10%
Native Hawaiian and Other Pacific Islander	1,670	79.20%	73.50%	7.20%
Some other race	23,442	73.80%	67.70%	7.80%
Two or more races	21,249	62.80%	54.00%	13.10%
Hispanic or Latino origin (of any race)	100,768	71.40%	63.80%	10.10%
White alone, not Hispanic or Latino	1,002,288	65.00%	60.50%	6.40%
Population 20 to 64 years	**878,535**	**77.80%**	**72.50%**	**6.20%**
GENDER				
Male	442,435	84.90%	78.40%	6.80%
Female	436,100	70.60%	66.60%	5.50%

Idaho is home to five Indian reservations – the Coeur d'Alenes in northern Idaho, Shoshone-Paiute in Duck Valley on the Idaho-Nevada border, Shoshone-Bannock at Fort Hall in southeastern Idaho, the Kootenai in northern Idaho and the Nez Perce in north central Idaho. Population on the reservations is 32,287 and includes a variety of races, not just Indians. The largest race is white at 23,237, or 72 percent of the total reservation population. American Indian and Alaska native was second with 7,437, one-third the number of whites. The 25 to 54 age group dominates the population, which is where the majority of the labor force comes from. Those 16 and older comprise 79 percent of the population, and of that 14,010 are in the civilian labor force. The unemployment rates on the reservations are:

- Coeur d'Alene – 6.7 percent
- Duck Valley – 12.3 percent
- Fort Hall – 13.3 percent
- Kootenai – 0.0 percent
- Nez Perce – 10 percent

Most of the workers are in management, business, science and arts occupations. Agriculture, forestry, fishing, hunting and mining are the chief industries. However, construction, manufacturing and retail trade all employ over 1,000 workers. More than one third of the population has a high school diploma or equivalency. There are over 3,600 veterans on these five reservations. **Data Appendix Tables 15a & 15b – Idaho Indian Reservations 22** detail further information specific to reservations.

The American Community Survey one-year estimates reported that in 2010 nearly 179,000 Idahoans had a disability. Many of them were able to work. The labor force has 49,700 workers with disabilities. Of them 38,900 are working. However, the unemployment rate is 21.7 percent. Over 20 percent of the workers hold down occupations in management, business, science, arts, service or sales and office support. The jobs are primarily in retail trade, educational services and health care and social assistance. Over one-third have a high school diplomas or equivalencies, and another third have some college or an associate degree. More detailed information can be found in **Data Appendix Tables 16 – Idaho's Population With a Disability**.

Veterans, another important demographic group in Idaho, totaled 130,000 in 2010. They are predominately white males. Just over 50 percent are 35 to 64 years old. They are an educated group with nearly 40 percent having some college or an associate degree and 24 percent with a bachelor's degree or higher. The unemployment rate for this segment of the population was 7.3 percent. Additional information is found in **Data Appendix Tables 17 – Idaho's Veterans**.

During the past year, a number of workers have left the state to seek employment opportunities elsewhere although the number is not known. Workers involved in construction and high-tech occupations have found it necessary to look in other states for employment opportunities because of the lack of growth in those two sectors in Idaho. An example is the recruiting efforts for diesel mechanics and equipment operators to go work in the oil fields of North Dakota. That area of the county has a very small workforce that has not met the demand for this well-paid occupation. The downturn in the construction industry has provided few if any opportunities for these workers so they leave Idaho. The same thing is occurring with high-tech jobs in Utah – the jobs are there and the pay is better. Micron laid off thousands of workers in Idaho and provided some job opportunities at its Utah plant.

In-migration has slowed, but continues primarily with retirees. Out-migration is common in rural communities, creating a long-term brain drain. Many graduates of Idaho colleges are forced to look for jobs outside the state.

Migration, both in and out, will speed up once people are convinced the housing market has stabilized and improves. As the economy recovers and the state starts to attract new businesses, local companies will begin to think about expanding. Once jobs start to be created, the local job seeker will stay in Idaho, reducing out-migration. At this point, there will be an influx of workers into the state.

The table below vividly shows the decline in in-migration. That is the direct result of the recession. In the next few years, Idaho should again experience a larger influx of population. The table has an anomaly

because the April 2010 to June 2010, which reflects only the migration data from the time of the 2010 census to June 30, 2010. But is does show a low domestic migration followed by a very small increase from July 2010 through June 2011. In the early 2000s people moved to Idaho for jobs, the cheaper cost of living and natural beauty. As the economy began to recover in other areas at a faster pace than Idaho, the domestic in-migration slowed. But Idaho continues to have a significant number of international migrants. The majority come from Mexico, but Idaho is becoming more cosmopolitan with residents from countries around the globe, bringing diversity to the population and work force.

Also a possible result of international migration is the fact that 70 percent of the population 18 to 64 speaks a language other than English. The predominant language is Spanish, and 35 percent speak a language other than English at home. Of those who speak a language other than English at home, nearly 50 percent were foreign-born, 23 percent were below the poverty level and 38 percent have less than a high school education.

MIGRATION

Time	Net	Domestic	International
April 1 2000 to June 1 2000	2,781	2,062	719
July 1 2000 to June 30 2001	10,356	7,437	2,919
July 1 2001 to June 30 2002	9,411	6,863	2,548
July 1 2002 to June 30 2003	10,824	9,030	1,794
July 1 2003 to June 30 2004	15,711	13,113	2,598
July 1 2004 to June 30 2005	22,551	20,163	2,388
July 1 2005 to June 30 2006	25,549	22,971	2,578
July 1 2006 to June 30 2007	20,317	18,126	2,191
July 1 2007 to June 30 2008	13,228	11,021	2,207
July 1 2008 to June 30 2009	3,734	1,555	2,179
April 1, 2010 to June 30 2010	293	-318	611
July 1 2010 to June 30 2011	2,136	62	2,179

EDUCATION

Educational Attainment

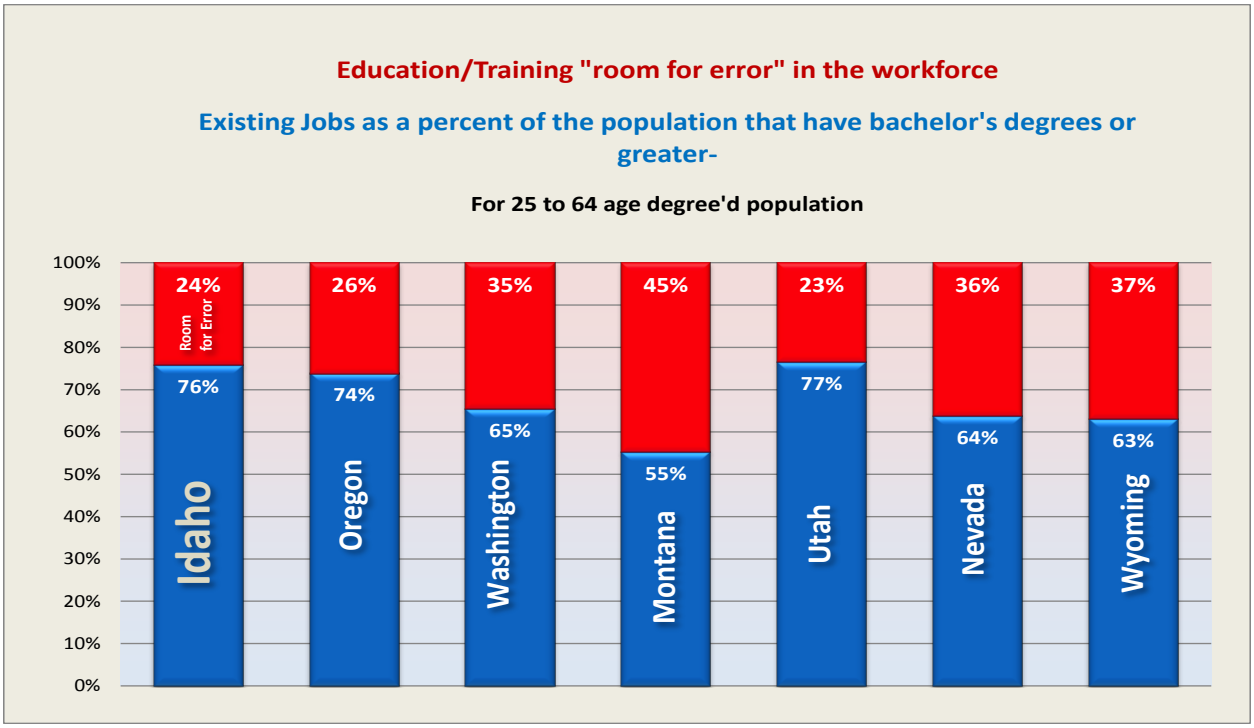
Educational attainment for Idaho's 25 and older population has stayed fairly stable over the past five years with most of the improvement prior to 2006. The most recent American Community Survey shows 88 percent have completed high school, and 24 percent have earned a bachelor's degree or higher. The numbers vary only slightly from year to year between 2006 and 2010. In 2000 only 85 percent of the 25 and over population had completed at least a high school equivalency, and only 22 percent had a bachelor's degree or higher. Considering the working-age population has grown by 200,000, the increases in educational attainment since 2000 have been inadequate to meet the needs of employers operating in an increasingly technical or to attract new businesses that demand a highly skilled and available workforce.

Educational Attainment for Idaho						
	2010	2009	2008	2007	2006	2000*
Population 25 years and over	987,829	963,730	959,881	946,131	919,203	787,505
Less than 9th grade	4.2%	4.5%	5.0%	3.9%	4.5%	5.2%
9th to 12th grade, no diploma	7.5%	7.1%	7.2%	7.8%	8.2%	10.1%
High school graduate (includes equivalency)	28.6%	28.8%	27.7%	29.9%	30.1%	28.5%
Some college, no degree	27.0%	27.3%	27.6%	25.4%	25.4%	27.3%
Associate's degree	8.3%	8.3%	8.5%	8.7%	8.4%	7.2%
Bachelor's degree	16.7%	16.4%	16.5%	16.8%	16.2%	14.8%
Graduate or professional degree	7.7%	7.5%	7.5%	7.6%	7.1%	6.8%
Percent high school graduate or higher	88.3%	88.4%	87.8%	88.4%	87.3%	84.7%
Percent bachelor's degree or higher	24.4%	23.9%	24.0%	24.5%	23.3%	21.7%
Source: U.S. Census Bureau, 2010 American Community Survey						
Source: U.S. Census Bureau, 110th Congressional District Summary File*						

Idaho's long-term industry and occupational projections indicate Idaho workers are becoming more sophisticated but they still require more training and education. Idaho workers are gaining technical sophistication only about half as fast as the nation. For example, a third of the jobs in Idaho require a bachelor's degree or greater. In Idaho, that share is projected to grow 1 percent in the next 20 years while nationally those jobs requiring a degree will grow 1 percent in 10 years.

Several years ago, based on the 2008-2018 job projections, jobs requiring degrees would increase 1 percent in 12 years in Idaho and seven years nationally so ground is being lost all around, but Idaho is losing it faster than the nation.

Idaho's level of educational attainment is not competitive, and there is no cushion, or "room for error," to make up for mismatches between worker skills and jobs. According to the American Community Survey and state projections data, while Montana has a 45 percent cushion to deal with skill mismatches, Idaho has just 24 percent, making gaps between the skills of available workers and jobs requiring degrees much more likely. This already inadequate cushion also assumes every skilled person is part of the workforce and available to the workforce, which is not the case.



To stay competitive and attract businesses that pay above-average wages, Idaho needs to encourage more students to pursue higher levels of training and education to ensure emerging, expanding and relocating businesses that the state has the skilled and available workforce they need to prosper.

WAGES & EARNINGS

Cost is one of the biggest challenges for Idaho workers in obtaining the training and education needed to meet the skill demands of the evolving job market. Wages in Idaho rank low in the county. In 2010, the latest data available, Idaho's average wage was 76 percent of the national average and ranked 48th among the states. Per capita personal income in 2010 was $31,897, 80 percent of the national level, ranking Idaho 50th in the county just above Mississippi. The Idaho Department of Labor's annual survey of occupational employment and wages, the average hourly wage for all occupation was $18.52 an hour compared to a national average of $21.74. When compared to bordering states, only Montana had a lower average at $17.74 in **Data Appendix Table 18 – Wage & Income Data.**

The "Education & Training Pay" poster shows the impact of education on a worker's income. A worker needs to have at least some college in order to make above $18.52 per hour. Unfortunately, the poster shows that if Idaho's average wage is $18.52, most of its workers do not have adequate education or training for the higher-paying jobs.

It becomes difficult for Idaho workers to upgrade their skills through additional training and education if the money they are making is only enough to provide their basic needs.

The Idaho Department of Labor conducts a fringe benefit survey every two years to collect information on what employers are offering their workers. The results for 2011 support other evidence that over the past year, Idaho's economy has begun to recover with slight improvements in year-over-year nonfarm growth along with increases in the number of newly created positions.

More employers reported providing medical and dental benefits to their full-time employees, ending a decline that began in 2005 and returning the state estimates to prerecession levels. Even in a stagnant job market, analysis of employee benefit packages remains important since it illuminates a core component of the employer-employee relationship. Understanding who gets offered benefits can assist workers in job placement while understanding who offers these benefits can improve a firm's competitiveness in the job market. The 2011 Fringe Benefit Survey evaluated the types of fringe benefits Idaho employers offered to full- and part-time employees. Specifically, the survey provided statewide data and data by size of payroll, industry sector and region on medical benefits, dental benefits, paid leave and retirement.

As in previous years, Idaho employers indicated they were more likely to offer full-time employees fringe benefits compared with part-time employees. Similarly, employer responses continued to support the notion that bigger companies offer better and more extensive benefit packages. Still holding true in 2011 was the notion that employers in industry sectors requiring more experience and education continued to offer more benefits than their counterparts in natural resources and mining and leisure and hospitality. And as in previous studies, region continued to be a non-factor in determining whether a firm offered any form of fringe benefits to its employees.

Key Findings

- A statistically significant increase occurred in the percentage of surveyed employers offering medical benefits to full-time employees, from 56 to 66 percent.
- Significant increases also occurred between 2009 and 2011 in the percentage of firms with fewer than 50 employees offering full-time workers medical and dental coverage, returning insurance benefit coverage to levels seen before the recession.
- Employers who offered single medical coverage usually offered family medical coverage.
- On average, employers paid nearly 84 percent of the single coverage medical premium for full-time workers and 67 percent of the premium for part-timers.
- Ninety-five percent of full-time employees working for respondent employers were offered single medical benefits compared with 86 percent of part-timers.
- Paid vacation and paid holiday leave were the most common types of leave benefits offered by Idaho employers to full-time employees. Paid holiday and paid sick leave were most common for part-time employees.
- While undesignated leave continued to lag all other paid leave offerings, it was the only leave type to experience significant growth since 2007.
- Nearly half of Idaho employers indicated they did not offer any form of retirement to full-time employees while more than three in four employers reported they did not offer retirement to part-time employees.
- Size of firm played an important role in determining whether a firm offered benefits to both full- and part-time employees.
- Industry sectors requiring higher-skilled workers tended to offer benefits more often than sectors with high numbers of unskilled employees.
- Geographic area was a not factor in determining whether an employer offered full- and part-time employees medical benefits, dental benefits, paid leave or retirement.

Percent of Employers Offering Benefit

Benefit	Full-Time	Part-Time
Insurance		
Single Medical	66%	11%
Single Dental	51%	11%
Family Medical	61%	10%
Family Dental	50%	10%
Leave		
Paid Undesignated Leave	31%	11%
Paid Vacation Leave	69%	13%
Paid Sick Leave	45%	19%
Paid Holiday Leave	67%	24%
Retirement		
Defined Contribution	45%	17%
Defined Benefit	5%	2%
Both	4%	1%
None Offered	46%	79%

EMPLOYER – ANALYSIS & NEEDS

Previously the focus was on Idaho's economy and the workforce. But what about the employers that provide the jobs? To determine skills Idaho's workforce needs to meet the demands of employers, it's important to know the something about Idaho's employers. Idaho Labor's employment data is collected by establishments, not employers, and there is a difference. An establishment is a business entity at a location. For example, Albertsons is an employer in the state. However, they have 51 establishments across the state. When data is provided by size of firm, it counts each of the 51 establishments and not just one Albertsons location. The following data is based on establishment data and not employer data only.

Industrial Composition

A brief overview of Idaho employment shows that overall the service-providing industries had a strong showing in the 2011 private employment average with nearly 80 percent of the covered employment. Within that group health care and social assistance, and retail trade, each had 15 percent of all private employment in the state. Within the goods-producing sectors, manufacturing was the largest and third overall with 11 percent of the state's total, or 54,000 workers.

The employment data is categorized by establishments and in 2011 there was an average of 41,600 in the private sector. Retail trade made up the largest share of establishments in the state with 12.6 percent. It was followed by construction with 11.3 percent and professional, scientific and technical services with 10.8 percent. Manufacturing, which was third in terms of employment, only makes up 4.8 percent of the state's establishments.

Industries that pay the most in total wages fall along similar lines as those with the most employees. However, average wage per worker shows a very different picture. Management of companies and enterprises ranks first with just over $84,100 in wages per worker. It was followed by utilities and mining which averages around $70,000 per worker. However, these three industries combined only make up 2.3 percent of Idaho's total private employment.

In Idaho, public employment, those in government sectors, is spread out beyond public administration and educational services, although those two sectors make up the largest share of both establishments and employment. Education makes up 44 percent of all public employment in Idaho and 54 percent of local government employment. The 768 establishments within the educational services sector account for 27 percent of all governmental entities. The number includes all schools within each district. Public administration has the next largest proportion with 39 percent of the total public employment establishments. There are more than 400 establishments within each major government sector. The largest was state government establishments at 432. With its large education component, local government makes up over two-thirds of all public employment and nearly 60 percent of the establishments. State government is next with 22 percent followed by federal employment with 11.5 percent. The number of establishments in state government is nearly 550 and more than 700 in federal government. The large number of establishments in federal government is a result of 237 post offices; each is an establishment.

Target Industries

At the request of employers, Idaho Department of Labor business specialists targeted five industrial sectors – aerospace, advanced manufacturing, health care, high tech and power and energy. There was

an average of 12,474 establishments in 2011 that employed 194,000 workers in these sectors. In the last 10 years only advanced manufacturing did not report a growth in the number of establishments. However, during that same time period the five target industries reported a loss of 8,200 workers. As a group, the target industries reported a yearly increase in the number of establishments. The same was not true for employment. The department is committed to providing the workforce with the necessary skills that these employers need to grow their businesses.

Size of Firm

The majority of Idaho's workers are employed in establishments with between 20-49 employees. This category contains 19 percent of Idaho's workers and is followed by establishments with 100-249 and 50-99 workers. The largest size class, 1000+, only employs 8.5 percent of the state's total while the smallest size class of one to four employees has less at 7.8 percent.

The number of establishments though is ordered by size class. Establishments having 1-4 employees make up over half of all establishments in Idaho. Combined with establishments having 5-9 and 10-19 employees, the number jumps to almost 87 percent of the total.

Average wages per worker are skewed toward the larger establishments in Idaho. Firms with more than 1,000 employees pay considerably higher than the other size codes, topping the chart at $57,600. Next, establishments with 500-999 employees, pay an average of $39,400. Establishments with 1-4 employees break this pattern by ranking fourth with $35,500.

The majority of Idaho's employment is in establishments with 20-49 employees, making up 19 percent of Idaho total employment. Next are establishments with 50-99 and 100-249 employees at 14.7 percent each. The largest size class, 1,000+, employs 8.5 percent of the total while the smallest with 1-4 employees has the least at 7.8 percent.

The number of establishments is ordered by size class. Establishments having 1-4 employees make up over half of all establishments in Idaho. When combined, those establishments and the next two size classes, 5-9 and 10-19, the total rises to nearly 87 percent of all Idaho's establishments. In other words, nearly 87 percent of Idaho's establishment employs 1 to 19 employees. Because the majority of Idaho's establishments are small, many of the workers require multiple skills. Details are in **Data Appendix Table 19 – Size of Firm**.

Labor Surplus Areas

The current labor surplus areas were determined using the unemployment rates from January 2009 through December 2010. The national average unemployment rate, (including Puerto Rico, during this period was 9.5 percent. In order to qualify as a labor surplus area, the unemployment rate must be 20 percent higher than the national unemployment rate, or 11.4 percent. Since the ceiling unemployment rate is 10.0 percent, the qualifying rate is 10.0 percent. In order for a county to qualify as a labor surplus area, the unemployment rate for the 24 month period had to be at least 10.0 percent. Idaho had six counties that qualified. Four of the counties are in the northern part of Idaho, while the other two are in Idaho's central mountainous region.

- Adams – in Idaho's central mountainous southwestern region
- Benewah – northern Idaho
- Boundary – northern Idaho
- Clearwater – north central Idaho
- Shoshone – northern Idaho
- Valley – in Idaho's central mountainous southwest region

If a county is designated as a labor surplus area, or LSA, there is a potential for additional money that could lead to additional jobs. The points below identify users and reasons for labor surplus areas.

- The Administrator for Federal Procurement Policy uses the LSA list to identify where procurement set asides should be emphasized in order to strengthen the nation's economy.
- General Service Administration Online Representations and Certifications Application system uses the LSA list as a tool to determine if a business qualifies as a Labor Surplus Area concern.
- The Small Business Administration uses the LSA list for bid selections for small business awards in Historically Underutilized Business ZXOnes.
- Some state and local area governments use the LSA list to allocate employment related assistance such as food stamps and training.
- Private industry has used the LSA list for strategic planning and potential areas of human capital.

Science & Engineering Workers

The National Science Foundation tracks several data points with regard to science and engineering occupations at the state level. Idaho doesn't fare very well in many categories when compared to the national average, but in some categories, the state shines. Data was examined for 2000, 2005 and 2007. The most current data available is for 2007.

Idaho does well in its elementary and secondary students' performance in mathematics and science. For the three years of data collected, Idaho's 8th graders performed better than the national average. For 2007 and 2005, fourth graders were also above the national average mathematics and science, which is an improvement from the previous years' data. The score for fourth grade mathematics proficiency doubled, rising from 20 in 2000 to 40 in 2007. The current expenditures per student in Idaho were $6,648 in 2007 compared to $9,683 for the nation. The expenditure per student in Idaho grew only 11 percent between 2002 and 2007 while the national expenditure grew 25 percent.

On the other side teacher salaries and the number of students taking and scoring well on advanced placement exams were notably lower than the U.S. average. Idaho salaries for teachers in 2007 were $42,798, compared to $50,816 in the nation. The percentage of students taking advanced placement exams in Idaho in 2009 was 14.5 compared to 25 nationwide. The share of public high school students scoring 3 or higher on at least one exam was 9.5 in Idaho compared to 15.2 in the US.

Higher education statistics reported by the National Science Foundation showed Idaho as lacking in several categories including funding and the amount of advanced degrees awarded in science and engineering.

Several workforce statistics show Idaho lagging behind the nation, though the difference is negligible in some cases. One area of significant concern is the number of computer specialists as a share of the workforce. In Idaho the number is 1.25 percent compared to 2.08 percent for the nation.

Under the rest of the criteria, Idaho mostly performs slightly under the nation with one significant standout. The number of patents awarded per 1, 000 individuals in science and engineering occupations is almost four times higher in Idaho than the national average. Details are in **Appendix B Table 38**.

Mass Layoffs

As noted previously, the recession had a dramatic impact on Idaho's economy. An indicator of business activity is the mass layoff statistical program. The program collects reports on mass layoff actions that result in workers being separated from their jobs. Monthly mass layoff numbers are recorded from establishments which have at least 50 initial claims for unemployment insurance filed against them during a five-week period.

The number of layoff events increased dramatically in 2008 as the recession began, and the events have not yet returned to pre-recession levels. The same hold true for initial unemployment benefit claims. Record high layoff events and initial claims occurred in 2008 and remained relatively high in 2009. As the number of layoff events have slowly decreased in the last two years, so have the number of initial claims.

Mass Layoff Statistics

Year	Layoff Events	Initial Claims
2002	126	15,579
2003	122	13,690
2004	90	8,148
2005	82	7,233
2006	65	5,665
2007	92	8,245
2008	145	13,591
2009	137	12,405
2010	113	9,267
2011	110	9,158

What does all of this data tell us about Idaho's workforce and how can it help meet the skill needs of the employers? Data about employers – their size, their industrial make-up – becomes very helpful as training needs are examined. What types of workers were laid off during the recession? What type of skills do they have that can be transferred to other sectors? Are Idaho students being trained with the skills necessary to meet the demand of employers? These and many more questions can be answered by wise use of labor market information. We have just touched the surface of the immense amount of data that is available for developers, trainers, schools, businesses and so many others to make informed decisions to grow Idaho's economy.